



Job Title	Physical Therapist II	FLSA Status	Exempt
Band	PRO	Probationary Period	12 Months
Zone	6	Job Code	18005

Class Specification – Physical Therapist II

Summary Statement:

The purpose of this position is to provide physical therapy services and treatment to City employees, both in preventative and injury rehabilitation capacities. This is accomplished through accurate evaluation and reassessment of the injured worker; appropriate treatment of the injury; injury prevention services; appropriate documentation and administrative functions; and clinic support. This position includes case management services; special projects and accurate reporting; potentially meeting with vendors; continuing education classes and in-service training to assist therapists with ultimately preparing the employee to return to work.

Essential Functions	Note: Regular and predictable attendance is an essential function in the performance of this job.
Time % (All below must add to 100%)	Note: Time spent on each essential function will vary based on operational needs and is only intended to be an approximation over the course of a full year.
60%	Determines treatment of injured employee by proper use of modalities; provides certifications in ergonomics, work capacities, job analyses, and functional capacities evaluations. Provides manual therapy including joint mobilization and manual traction techniques; dry needling for trigger points; and soft tissue techniques including craniosacral therapy, neuromuscular massage, scar massage, myofascial, and TPR. Establishes progression exercise routines with home exercise programs, pool and/or gym set-ups; ergonomic and job analysis for safe return of employee to full duty; and work conditioning with work simulation tasks for safe return.
20%	Evaluates and performs reassessments of injured worker utilizing initial physical evaluation as related to diagnosis and physician referral. Establishes treatment goals and components; charts progress, patient notes, and dictation; disperses initial notes; schedules patient appointments; handles patient charges; reassessments at visit with updating goals and changing treatment plans; works with tolerance testing and simulation testing both clinic and on-site assessments in accordance with AMA range of motion testing for MMI.



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10%	Performs administrative functions including scheduling patients and meetings; enters daily charges; charts, files and archives patient files; conducts and analyzes customer satisfaction survey for discharges, tabulates results and creates final patient survey report and year-end survey report; prints out daily schedules and work assignments; answers phones and provides appropriate customer service for each caller; routinely using standard office equipment; and updates clinic treatment protocol manuals for HIPAA compliance.
5%	Provides injury prevention services by offering injury prevention classes for specific body areas (e.g. back, shoulders) and on-site analysis of each division requesting classes; creates specific training materials for each class based on division needs using PowerPoint and exercise sheets and conducts training class either one-on-one or group educational classes; conducts ergonomic evaluations for new employees and as needed for established employees as requested; conducts difficult ergonomic job sites analysis including workers' compensation job site analysis; conducts bone density screens with report; writes, choreographs, and tapes videos for stretching, body mechanics, and wellness information.
5%	Provides clinic support including clean equipment after each use; wipe down treatment tables; orders and restock supplies; launders, folds, and dispenses towels and linens; fills various types of treatment bottles; stocks treatment areas; and tracks loaned supplies.

Competencies Required:

Human Collaboration Skills: Work may require providing advice to others outside direct reporting relationships on specific problems or general policies. Contacts may require the consideration of different points of view to reach agreement. Elements of persuasion may be necessary to gain cooperation and acceptance of ideas.

Reading: Advanced – Ability to read literature, books, reviews, scientific or technical journals, abstracts, financial reports, and / or legal documents. Ordinarily, such education is obtained at the college level or above. However, it may be obtained from experience and self-study.

Math: Intermediate – Ability to deal with a system of real numbers; and practical application of fractions, percentages, ratios/proportions and measurements. Ordinarily, such education is obtained in high school up to college. However, it may be obtained from experience and self-study.

Writing: Advanced – Ability to write editorials, journals, speeches, manuals, or critiques. Ordinarily, such education is obtained at the college level or above. However, it may be obtained from experience and self-study.



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Technical Skills Required:

Advanced Skills and Knowledge: Work requires advanced skills and knowledge in approaches and systems, which affect the design and implementation of major programs and/or processes organization-wide. Independent judgment and decision-making abilities are necessary to apply technical skills effectively.

Relevant Background and Formal Education: Demonstrated skills, competencies, and knowledge required for this job are most often acquired through the following practical experience and level of academic education and training as suggested below.

Education: Bachelor's degree from an accredited college or university with major coursework in a physical therapy, health care sciences, or other related field.

Experience: Three years of full-time physical therapy and general understanding of HIPAA, ergonomic evaluations, Workers' Compensation site evaluations, and Colorado Treatment Guidelines.

Certifications and Licenses: Must possess or be able to acquire the following certifications and/or licenses.

State Board Certified Physical Therapist	Within 6 months of start date
BLS for Healthcare Providers (CPR/AED)	Upon hire
Certifications required in accordance with standards established by departmental policy.	

Supervision Exercised:

Work requires functioning as a lead worker performing essentially the same work as those directed, and includes overseeing work quality, training, instructing, and scheduling work.

Supervision Received:

Receives Administrative Direction: The employee normally performs the duty assignments within broad parameters defined by general organizational requirements and accepted practices. End results determine effectiveness of job performance.

Fiscal Responsibility:

This job title has no budgetary/fiscal responsibility.

Physical Demands:

Exerting 20-50 lbs. occasionally; 10-25 lbs. frequently; or up to 10 lbs. constantly.



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Environmental Conditions	Frequency
Primary Work Environment	Office Environment
Extreme Temperature	Never
Wetness and Humidity	Never
Respiratory Hazards	Never
Noise and Vibrations	Never
Physical Hazards	Never
Mechanical and/or Electrical Hazards	Never
Exposure to Communicable Diseases	Never

Machines, Tools, Equipment, and Work Aids: Treadmill, exercise bike, totally gym, camera, laser, electrical stimulation machine, ultrasound, mechanical traction, iontophoresis, paraffin, hot pack machine, freezer, refrigerator, bone density machine, dynamometer, chatillon goniometers, inclinometers, various sensory testing devices, portable whirlpool, hand weights, foam rollers, physioballs, and thera-tubing.

Specialized Computer Equipment and Software: Microsoft Office, related physical therapy and patient electronic health record software.

The description above is intended to represent only the key areas of responsibilities; specific job assignments, duties, and environmental conditions will vary depending on the business need of the department and the particular assignment.

Original Date: January 2015